



DEPARTMENT OF THE ARMY
HEADQUARTERS, 30th MEDICAL BRIGADE HEIDELBERG
APO AE 09042

REPLY TO
ATTENTION OF

AETV-MB

2 January 2006

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Fiscal Year (FY) 2006 Brigade Training Guidance.

1. References.

- a. FM 7-0, Training the Force, 22 October 2002.
- b. FM 7-1, Battle Focused Training, 15 September 2003.
- c. AER 350-1, Training in the Army in Europe, 19 May 2005.
- d. HQ, USAREUR, Command Training Guidance, FY 05-07, 19 September 2005.

2. Purpose. To provide training guidance to subordinate commanders of the 30th Medical Brigade for the FY 06 to allow them to prioritize their training goals in the current resource constrained environment.

3. 30th Medical Brigade (Heidelberg) Mission. Train, equip and deploy mission ready medical units prepared to provide combat health service support to Joint and Combined forces to protect the health of the force.

4. General Training Strategy. The Army 8-Step Training Model (as outlined in FM 7-0) provides commanders with the tool by which to plan, execute, assess and retrain their units. This back to basics model will allow us to focus on the individual, collective and METL tasks that allow us to complete our mission. Commanders will use the model throughout the training process. The Army 8-Step Training Model is:

- Step 1. Plan the Training;
- Step 2. Train and Certify Leaders;
- Step 3. Reconnoiter the Training Site;
- Step 4. Issue the Plan;
- Step 5. Rehearse;
- Step 6. Execute;
- Step 7. Conduct AARs; and
- Step 8. Retrain.

5. Training Focus. Priority of the Brigade's resources will go to supporting individual training. Collective training at home station is the next priority followed by executing training in conjunction with ongoing USAREUR exercises. Finally, company and battalion level certification exercises (CERTExs) in support of deploying units will be the priority unit level

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events for the Brigade. In our resource constrained environment commanders must be creative in the ways they plan and execute training. We can not afford to waste any time, money or effort on poorly planned training.

a. Individual Training. Individual training focused on the basic Soldier skills and our technical MOS skills will remain our focus and number one priority for the brigade this FY.

(1) Marksmanship.

(a) The single most important Soldier skill we train on is weapons marksmanship. We must train our Soldiers prior to sending them to the range. All units will utilize Preliminary Marksmanship Instruction (PMI) prior to every range. Additionally, units will maximize the use of Laser Marksmanship Training System (LMTS), the Engagement Skills Trainer (EST), and the Small Arms Virtual Theater, to reinforce and enhance PMI prior to all ranges. EST and LMTS do not cost the unit any ammunition and greatly enhance the skills of our Soldiers prior to actual firing on the range.

(b) In accordance with AER 350-1, at a minimum all Soldiers will qualify on their assigned weapon twice a year.

(2) Common Task Testing (CTT). Units will complete 100% CTT on all Soldiers for FY 06 by the end of the 3rd Quarter. This will allow the Brigade to focus all 4th Quarter activities on preparing units to deploy or transform.

(3) Physical Fitness. Physical and mental fitness represent a critical leader influenced dimension of Soldiering. As the USAREUR training guidance reminds us, physical fitness training "must move beyond the 'Standard Three of the APFT'." We must prepare our Soldiers for the physical and emotionally demanding realities of the GWOT. Commanders will utilize physical fitness training time to conduct realistic training to include combatives and road marches.

(4) Medical Skills. Focus on training individual MOS medical skills along with our basic Soldier skills. When paired together, medical skills and basic Soldier skills allow our Soldiers to support the warfighter and survive in combat. We must utilize every resource at home station to maximize medical qualifications.

(a) 91W Training and Certification. We can not allow our 91W qualifications to lapse. It makes no sense to focus solely on removing all the Y2 identifiers, if we are not maintaining that

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proficiency once we attain it. Priority of our resources for MOS training will go to removing all Y2 identifiers and maintaining our current 91W certifications.

(b) Continuing Education (CE). All members of the brigade will maximize the use of distance learning and European sponsored conferences to defer the costs of supporting this important education. Online courses for 91Ws such as Swank Healthcare and Army Distance Learning will be the primary means of CE for 91Ws.

b. Collective Training. Collective training priority for the Brigade will be on those units scheduled to deploy or transform in the coming FY or early in FY 07.

(1) Sergeants Time Training (STT). Commanders will ensure their units execute STT as per USAREUR and 30th Med Bde (H) policy letters. For non deploying units, utilize these as the main collective training opportunity.

(2) Leader Development Programs. Officer Professional Development (OPD) and NCO Development Program (NCODP) are extremely valuable training forums for commanders to develop their leaders. These programs provide very good returns on the investments commanders put into them. All Battalion level Commanders and CSMs will establish and maintain OPD and NCODP programs.

(3) CERTEX for deploying units will be conducted prior to deployment and supervised by the appropriate command level as directed by USAREUR OPORD and training guidance. This is the number one priority for collective training for the Brigade this year.

(4) Medical Restructuring Initiative (MRI). As we transform our force into the new organizations according to the MRI plan, we must train the staffs and units on their new organization, equipment and missions. This will be the next major collective priority for the Brigade once resources have been obligated to the required CERTEXs.

6. Training Assessment. Commanders will objectively assess all training events and ensure that all leaders are certified to conduct AARs as per FM 7-0. Observations made during AARs will be used to support unit training assessments. Informal and formal assessments will provide commanders with an accurate overview of unit proficiency, keep unit training relevant, and ensure training resources are used effectively.

7. Safety. To sustain the GWOT, we must train our Soldiers and leaders to use Composite Risk Management. As AER 350-1 defines it, "CRM combines both tactical threat-based risk

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management and accidental hazard-based risk management into a comprehensive assessment of exposure.” Our focus will be to train our subordinates to use this powerful tool throughout all training and operations in the coming year.

8. Annual Mandatory/Required Training. Several resources are available for commanders as guides and mandates for annual training. The following are not all inclusive but cover the minimum mandatory requirements for annual training.

a. AER 350-1 Training. Appendix F to AER 350-1 provides a single source list of required annual training and certification for all forces in USAREUR. Commanders will utilize this appendix to ensure they meet these requirements.

b. Deployment Training. Annex T to the USAREUR Deployment Base Order provides guidance on mandatory training required of all deploying units from USAREUR. Both deploying units and non deploying units should work to meet the requirements in this Annex. For deploying units, this is non negotiable. For those not currently scheduled to deploy, the 212th MASH deployment to Pakistan has shown us all that we all need to be prepared to deploy at a moments notice in support of GWOT and thus we must make every effort to train our Soldiers on those tasks in Annex T to prepare them for this possibility.

c. Safety Training. USAREUR mandates seasonal safety training for all personnel. These campaigns in the winter and the summer will be completed by all members of the Brigade both military and civilian. Additionally, we will utilize all the online tools available to increase our Soldiers' and leaders' safety awareness. The Commanders Safety Course will be completed by all commanders. Every Soldier in the Brigade will complete the new Accident Avoidance Course for Army Motor Vehicle Drivers. These courses and others greatly enhance our Soldiers' awareness of the risks and give them useful tools to implement controls and reduce their exposure to risk.

9. Family Time. As USAREUR policy states: “Soldiers will be released at 1500 hours every Thursday. All military personnel to include commanders will leave work.” We need to conserve our Soldiers time and ensure that time spent with families is maximized to allow these relationships to survive the harsh realities of deployments. The number one reason given on a recent RAND study of Soldier choosing to leave the military was not the number or duration of deployments. It was long hours in garrison that topped the list of reasons why Soldiers are leaving our Army. Family Time represents one way we as leaders can influence this trend.

10. Conclusion. As medical units, we face unique challenges on the modern battlefield. We must be an agile, flexible and responsive force. Training will remain our number one priority

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throughout the year. We will follow the 8 Step Model. We will conduct tough realistic training. We don't have the luxury of extra resources, and we must be ready to deploy every day. We must be Soldiers with medical skills, and train to the same tough, realistic standards as the warriors we support.



TERRY D. CARROLL

COL, MS

Commanding

3 Encls

1. FY06 Long Range Training Calendar
2. TMR Format
3. QTB Format

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